

## HandStandsPROMO Product & Public Safety Policy

**American Covers, Inc.** dba HandStands and **HandStandsPromo** is committed to product safety, personal safety, and compliance to all applicable laws and regulations including but not limited to safety of our employees, suppliers, distributors, customers, and the end-consumers of our products.

Due to its commitment to safety, HandStands has a stellar reputation and remarkable track record of safety compliance for products sold throughout the world by all of its divisions and works hard to keep product safety, environmental sustainability, and personal safety a priority for employees, customers, suppliers, associates and consumers.

To ensure that HandStandsPROMO offers only compliant and safe products, all promotional products are tested by **3<sup>rd</sup> party testing labs** to ensure compliance to all applicable laws, standards, and regulations including but not limited to the “Consumer Protection Safety Improvement Act of 2008 (**CPSIA**) applicable Certificates as required by the **CPSA, Prop 65** (California), EPA, FDA, and other regulatory agencies.

Furthermore, HandStands requires that its manufacturers, suppliers and factories comply with all US laws and regulations as well as any applicable local laws that may be required of them. A thorough and detailed vetting process is undertaken (including factory inspections by our QC team) *before* a factory is considered as a HandStands supplier. Suppliers are required to sign and adhere our vendor agreement that puts in writing these safety expectations.

All HandStandsPROMO **products are reviewed** annually to confirm safety compliance (on or before **Nov. 1<sup>st</sup>** since laws and regulations are always changing) New products are tested *before* they are disclosed publicly or made available CPSA certificates are completed, submitted, filed for each product. (Note: although HandStandsPROMO does not target children under the age of 12 years old, it is understood that “playful” promotional products can make it into the hands of minors regardless of the intended target age. For this reason, HandStandsPROMO is liberal in its evaluation/testing of new “playful” products, and if in doubt, has the product tested for minors regardless of the intended target age.



In addition to product safety, HandStandsPROMO has a **social policy** as outlined and summarized below.

**HandStandsPROMO** will not:

- Participate in opportunities that we feel promote negative social consequences. We respectfully decline product orders that promote obscene or pornographic content, violence, racism as well as tobacco or illegal drugs.
- Will not harm the environment and will comply with all environmental laws and regulations as well as look for ways to conserve, reduce, recycle and reuse wherever possible.
- Abuse labor in any form including, prison labor, child labor, indentured, slave or bonded labor.
- Discriminate in hiring or suffer supply chain practices that discriminate on the basis of religion, gender, disability, race, nationality, or orientation, either social or ethnic.
- Place customer purchase orders over product safety, personal safety, or harmful social consequences.

**HandStandsPROMO** will:

- Comply will all Wage and Hour laws including overtime, benefits, and work hours.
- Provide a safe, healthy pleasant and secure workplace. Abide by all applicable laws and regulations. Provide adequate lighting, heat, ventilation and safety training including fire and earthquake training.
- Require that our suppliers, sub-contactors, and other associates or sources are like-minded and comply similarly with this policy. In areas where applicable laws are sub-standard, HandStandsPROMO expects that it's associates and suppliers will comply with the spirit of these policies and standards.

*Alan Wheatley* 7-18-13

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Alan Wheatley, President of HandStandsPROMO, Inc. as division of American Covers, Inc.